



City of Tempe

COMMUNITY DEVELOPMENT ADMINISTRATION MANAGER

JOB CLASSIFICATION INFORMATION

<i>Job Code:</i>	546	<i>FLSA Status:</i>	Exempt
<i>Department:</i>	Community Development	<i>Salary / Hourly Minimum:</i>	\$82,292
<i>Supervision Level:</i>	Manager	<i>Salary / Hourly Maximum:</i>	\$110,542
<i>Employee Group:</i>	TSA	<i>State Retirement Group:</i>	ASRS
<i>Status:</i>	Classified	<i>Market Group:</i>	Management Assistant II+
<i>Safety Sensitive / Drug Screen:</i>	No	<i>EEO4 Group:</i>	Professionals
<i>Physical:</i>	No		

REPORTING RELATIONSHIPS

Reports to and receives general direction from the Community Development Director.

May exercise direct supervision over professional, paraprofessional, technical and/or administrative staff.

MINIMUM QUALIFICATIONS

<i>Experience:</i>	Four (4) years of administrative or program management experience in a public agency, including two (2) years of supervisory responsibility.
<i>Education:</i>	Equivalent to a Bachelor's degree from an accredited college or university in public administration, business administration or other major related to the core functions of this position. A master's degree is preferred.
<i>License / Certification:</i>	Possession of a valid driver's license.

ESSENTIAL JOB FUNCTIONS

Essential job functions are the fundamental duties of a position: the things a person holding the job absolutely must be able to do.

To actively support and uphold the City's stated mission and values. To perform a variety of complex and highly responsible professional duties involved in the study, planning, development and implementation of the Community Development Department's administrative/budget systems, programs, policies, procedures and practices; to provide highly responsible and complex administrative support and serve as a technical advisor to the Community Development Director and other management staff.

OTHER DUTIES AS ASSIGNED

Please note this job description is not designed to cover or contain a comprehensive listing of all activities, duties or responsibilities that are required of the employee for this job. Duties, responsibilities and activities may change at any time with or without notice.

- Work closely with the Community Development Director and management staff to recommend and implement goals and objectives for special programs, projects and systems; participate in the department's short and long-term planning; advise and assist with departmental succession planning efforts; establish schedules and methods for program operations; supervise the implementation of policies and procedures.
- Supervise and prepare, administer and monitor department budgets; supervise/coordinate the budgeting process; maintain and monitor budget controls for the department; prepare and/or approve budgetary transfers as required; prepare cost estimates for budget recommendations and submit justification for budget items; monitor and control expenditures; advise managers and other administrative personnel on budget problems, policies, and procedures.
- Provide direct supervision to any assigned staff to include training, motivating, tracking and overseeing work; provide leadership to employees in team building, responsible decision-making and problem solving; Provide pro-active performance planning to employees directly supervised through utilizing available City performance management tools and communication resources for transparent documentation.
- Participate and work closely with the Director and Deputy Directors in all reorganizations as part of organizational development coordination and meeting budgetary guidelines.
- Assist and advise the Director on various management issues; assist in the development, planning and implementation of goals and objectives; recommend and develop department policies and procedures.
- Supervise and perform extensive research for special projects; collect information on operational and administrative problems and perform comprehensive analysis; synthesize information and make recommendations on policy issues; prepare comprehensive administrative, operational, and statistical reports or manuals as required; present issues and recommendations to various committees, the Mayor, and/or the City Council; supervise and prepare quarterly and annual reports as required.
- Represent the Department on various taskforce projects, boards and committees.
- Respond to and resolve a variety of requests and complaints for employees, other municipalities and the general public.
- Participate in professional development activities to stay apprised of new management issues, practices and industry issues.
- Provide pro-active performance planning utilizing performance management tools.
- Perform related duties as assigned.

When assigned to the Administration area:

- Provide department oversight, direction and information to deputy directors, managers, supervisors, and employees pertaining to recruitment and selection; compensation/classifications and employee relations issues; assist department management,

supervisors and employees with interpreting personnel policies and procedures, human resources guidelines, and MOU agreements to ensure departmental connectivity and consistency; work with Human Resources on interpreting, applying, and/or suggesting changes to related policies and procedures.

- Supervise and review, respond to and resolve a variety of requests or complaints from employees and/or the general public requiring interpretation of regulations, policies and procedures; research background and confer with management and legal counsel to determine the City's position on the issue; communicate with parties involved; coordinate/implement solutions to resolve problems.
- Provide department orientation to new employees in conjunction with the Director, deputy directors, managers and/or supervisors.
- Provide department oversight of annual operating and capital budget preparation and administration.

When assigned to the Finance area:

- Act as liaison to the Municipal Budget Office and Internal Services Department – Finance division, on budget-related issues.
- Advise management and business operations on budget impacts, policies, and procedures and assist them in the maintenance of proper budgetary controls.
- Maintain, monitor, and audit all Department cost centers, using a monthly report to management to inform and recommend necessary actions, and prepare annual budgets for the Municipal Budget Office.
- Administer the Rio Salado Community Facilities District (CFD).
- Administer the Downtown Tempe Enhanced Services District (DTA).
- Provide oversight of department business plan and asset management plan.
- Assist business operations with researching and establishing benchmarks, best practices, and peer comparisons.

PHYSICAL DEMANDS AND WORK ENVIRONMENT

- May operate city vehicles;
- Work in a stationary position for considerable periods of time;
- Operate computers, calculators and other office machines using repetitive hand/eye movement;
- Utilize required software programs as needed to accomplish work responsibilities;
- Extensive reading and close vision work;
- May require working extended hours;
- Work alone for extended periods of time.

COMPETENCIES

CLASSIFICATION LEVEL	INCLUDES	COMPETENCIES
----------------------	----------	--------------

Foundational	All Employees	Inclusion, Communication, Interpersonal Skills, Integrity, Professionalism, and Willingness to Learn
Non-Supervisory	In Addition >	Teamwork, Customer Service, Initiative, and Dependability / Reliability
Supervisory	In Addition >	Staffing, Monitoring Work, Delegating, Development / Mentoring, and Support Others
Manager	In Addition >	Preparing / Evaluating Budgets, Monitoring / Controlling Resources, and Motivating / Inspiring
Deputy Director	In Addition >	Entrepreneurship and Networking
Director	In Addition >	Organizational Vision
<p><i>For more information about the City of Tempe's competencies for all classifications:</i> City of Tempe, AZ : Competencies</p>		

JOB DESCRIPTION HISTORY
<i>Effective July 2016</i>